



FROM THE ELDERS

Dear Church Family,

March 1, 2020

In late 2015 Rob scheduled a conference call with the Executive Committee of the Elder Board where he urged the Board leadership to begin to address the emerging need for a succession plan.

In 2016 the Elder Board developed a written succession plan which consisted of three phases. Phases 1 & 2 were foundational and had 12 distinct objectives. The objectives of phases 1& 2 have been accomplished. Among these objectives were: 1. Updating WBC's Mission and Values 2. Adjusting our organizational structure 3. Creation of the preaching team rotation and 4. Establishment of three Executive Pastor Roles: Hanibal Rodriguez, Scott Landon and Chris McElwee.

This brings us to Phase 3 which is now. In the summer of 2019, the Elder Board created a Succession Leadership Team. The charge of the Succession Leadership Team was to draft an operational succession plan that will provide for the continuity of leadership at WBC. This plan was submitted to the Elder Board and was approved in February. Some of the elements of this plan include:

1. A defined timeline
2. Identification of the qualities we seek in our next Senior Pastor
3. Creation of a communication plan
4. Creating a focus on church-wide prayer
5. Creation of a Search Committee
6. Plans for celebrating Rob and Rhonda's ministry
7. Transition Plan

Throughout this process, the Elder Board wants to be transparent, providing opportunities for the congregation to speak into the process, and provide regular updates online and in service.

There are several ways that we need you to be involved in the transition. As part of our congregation, we need you to:

1. Take personal ownership of maintaining the unity of this Body.
2. Give the Elder Board your candid input as we move through this transition.
3. Remain consistent in your attendance and giving.

4. Pray individually and corporately that we will come to understand and embrace God's provision for our next Senior Pastor.

As we seek your candid input, we are organizing several opportunities for you to provide your input.

1. Nominate members for the Search Committee chaired by Elder Jim Goetz. Email nominations to dstone@wheatonbible.org
2. Participate in the Senior Pastor Succession Q&A with Rob Bugh and Elders. The purpose of the meeting will be to answer your questions about the succession plan.
 - a. March 8, 2020 at 2:30 pm at the West Chicago campus
3. Attend an Ask Us Anything meeting with Senior Staff and Elders
 - a. March 8, 2020 after second service at the Streamwood campus
 - b. March 15, 2020 at 2:30 pm at the West Chicago campus
4. Participate in a Focus Groups to speak into the qualities we will look for in our next Senior Pastor. Dates will be forthcoming.

Thank you for your prayers, your input, and your commitment to this church,

John Walker

Chairman of the Elder Board
Wheaton Bible Church